



BRIDGE II

Bridge for Researchers in Danger Going to Europe - Step II

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Task 2.1 Analysing and mapping the existing services

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Career Development Services' map

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1. Introduction

This document is the result of task 2.1 Analysing and mapping the existing services which is part of work package Dissemination and Outreach of BRIDGE II project. The objective of this task is to identify in **all participant countries** the **already existing career development services** and career opportunities in the academic and non-academic sector that could be of particular relevance for the BRIDGE II targeted RRs. Emphasis is given to the collection of good practices and the application of the collected information in the case-to-case work with RRs.

In order to present collected data in systematic and structural way, the task team used REFLEX Researcher Career Development Scheme Application (the REFLEX App), developed to help the research institutions, researchers and professionals assisting researchers to facilitate the process of researchers' career development.

Result of this study will facilitate in the next step the shared use of the accumulated advisory capacity by all consortium members and identify gaps for the specific needs of RR in the several EU and associated member countries. Also, EURAXESS staff will have reliable source of information on existing career development services and career opportunities, so they can help refugee researchers.

This study would not have been complete without the help of many people. Most of them are from the EURAXESS network. Mag. Werner Fulterer, from Austrian Agency for International Cooperation in Education and Research (OeAD-GmbH), who has done similar research in the TOP IV project, has greatly assisted me in designing the study, and I thank him very much.

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2. Methodology

In order to collect and compile information about already existing career development services and career opportunities in the academic and non-academic sector that could be of particular relevance for the refugee researchers project team used several approaches. Most important are described in following subsections.

2.1. Questionnaires to EURAXESS Bridgehead organisations

EURAXESS Bridgehead organizations were asked to respond to existing opportunities at **national level**. In order to structure answers two questionnaires were used.

First questionnaire was designed for collecting information about existing **career development services** that could be of particular relevance for the refugee researchers. In order to make that all information of services are represented in a unique way, REFLEX Researcher Career Development Scheme Application (the REFLEX App) was used. REFLEX app is developed to help the research institutions, researchers and professionals assisting researchers to facilitate the process of researchers' career development.

The form is designed to require minimal effort from the respondents, while providing complete information. The first part of the questionnaire contains general questions about the available career development service. It also defines the type of service and its availability. Finally, answers are given as to which areas are covered by the service. There are 5 areas (with more sub areas): Career advice, Academic skills and development, Company and organizational interaction, Mobility (Integration) and Networking.

Most questions are answered by checking the options offered.

Below is form of Career development service questionnaire.





Career development service

Existing career development services in the academic and non-academic sector that could be of particular relevance for the refugee researchers

Geographical area	
Name of the CDS	
Short description of the service	
Organisation offering CDS	
Web site with information on CDS	
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Areas covered (multiple choice). Please check. According to REFLEX Researcher Career Development Scheme - https://euraxess-reflex.saia.sk/reflexapp/	
CAREER ADVICE	ACADEMIC SKILLS & DEVELOPMENT
<input type="checkbox"/> External Career Support <input type="checkbox"/> Career coordinator <input type="checkbox"/> Performance and development review <input type="checkbox"/> Career centre <input type="checkbox"/> Career planning tool <input type="checkbox"/> Career coach <input type="checkbox"/> W: Job search	<input type="checkbox"/> W: Supervisor Development <input type="checkbox"/> W: Project planning & management <input type="checkbox"/> W: Information on academic publishing <input type="checkbox"/> W: Academic writing <input type="checkbox"/> C**: Leadership course <input type="checkbox"/> C: Teaching course <input type="checkbox"/> Teaching competency profile





<input type="checkbox"/> W: Introduction to early career dialogue <input type="checkbox"/> Overview to career development <input type="checkbox"/> Facts and statistics (job market, salaries) <input type="checkbox"/> Gender / Equality Advisor <input type="checkbox"/> W: Funding & grants	<input type="checkbox"/> External teaching (open university) <input type="checkbox"/> Branding of academic skills <input type="checkbox"/> Overview on researcher career paths or options
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COMPANY & ORGANISATIONAL INTERACTION

<input type="checkbox"/> Company visits <input type="checkbox"/> Technology transfer <input type="checkbox"/> Employment panel <input type="checkbox"/> Company/Job fair & matchmaking <input type="checkbox"/> Internship (industry + academia) <input type="checkbox"/> W: How to be attractive for the labour market <input type="checkbox"/> W: How to become an entrepreneur <input type="checkbox"/> W: Business understanding <input type="checkbox"/> W: Leaving academia – career paths beyond the university
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MOBILITY (INTEGRATION)

<input type="checkbox"/> Dual career <input type="checkbox"/> Legal and administrative issues <input type="checkbox"/> C: Cultural courses <input type="checkbox"/> C: Language courses <input type="checkbox"/> Mobility coaching <input type="checkbox"/> Social Events
--

NETWORKING

<input type="checkbox"/> Interdisciplinary collaboration <input type="checkbox"/> Mentor <input type="checkbox"/> Alumni association <input type="checkbox"/> Network with former colleagues <input type="checkbox"/> Conferences <input type="checkbox"/> Building an international network

Legend: *W-workshop, **C-course





Second questionnaire was designed for collecting information about existing **career opportunities** that could be of particular relevance for the refugee researchers. Beside general information about career opportunities, respondents were asked to define what type of opportunity is: job, fellowship, internship or something else.

Below is form of Career opportunities questionnaire.

Career opportunities

Career opportunities in the academic and non-academic sector that could be of particular relevance for the refugee researchers

Geographical area	
Short description of the opportunity	
Organisation offering career opportunity	
Web site with information on opportunity	
Type of career opportunity	<input type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Both questionnaires (first and second) were sent to EURAXESS **Bridgehead organisations** coordinators and staff with questions about existing career development services and career opportunities at **national level**. The questionnaires were sent to **234** e-mail addresses using EURAXESS Extranet emailer.

2.2. Questionnaires to EURAXESS Service Centres and Contact Points

The EURAXESS **Service centres** staff and the EURAXSSSES **Contact points** were asked to replay questions about existing career development services and career opportunities at **institutional level**. On this occasion we used the same questionnaires as for Bridgehead organisations.

The questionnaire was sent to 1126 addresses using EURAXESS Extranet emailer.





2.3. Collecting experience from refugee researchers

As there are many sources of information about **existing career development services** and career opportunities in the academic and non-academic sector, we felt that the experience of the researcher should be examined. To do that, we were prepared simple letter to the refugee researchers taken into the account that they mostly communicate through mobile phone. Therefore, we did not use forms.

The contents of the letter addressed to the refugee researchers are given below

Dear researcher,

As an activity of project BRIDGE, we are preparing map of **already existing career development services** and career opportunities in the academic and non-academic sector in Europe that could be of particular relevance for the refugee researchers and researchers in danger.

In order to do this, we need your help. We want to hear from you which, in your opinion, are the **best career development services** in European countries. In reply to this mail just **send us link** to web pages which describes that career development service. You are free to send more than one link in case that you think all those services is good. Please send your opinion by 20 of November 2019.

Your answer will help us to make European Career Development Services' map and rate available services, and thus help refugee researcher to find support in country where they are.

Please do not send links to EURAXESS network or BRIDGE project web site. They are very well known.

Svetlana Dimitrova

2.4. Web research

In order to minimize the chances of any organisations (career development services and those who are offering career opportunities in the academic and non-academic sectors) being left out of the results that are presented in this document, an additional approach was used. In the web research approach, key words were used in combination with names of European countries in order to search the web for additional organisations, that have not been suggested by the refugees themselves, or by the EURAXESS researchers that completed the aforementioned questionnaires. The key words that were used, go as follows:

- refugee researcher,
- researcher in danger,
- job,





- fellowship,
- internship,
- training,
- mentoring,
- course,
- webinar,
- career development and
- names of European countries (or just the word Europe, several projects that are currently available to refugees are not country specific, but are dispersed over a wide geographical area, including Europe as a key word in the web searches made it easier to identify these International projects).

The web search results that were acquired, were than further researched based on the official websites of the organisations, and if organisations were found that were not already included in the results, the same questionnaires, as mentioned before, were used to add these organisations to the results of this study. This process also made it possible to check in a sense the accuracy of the results that were suggested by other researchers, that completed the questionnaires.





3. Career Development Services' map

3.1. Europe

Career Opportunities

Geographical area	Europe, World
Short description of the opportunity	<p>EURAXESS Job lists more than six thousand of vacancies and fellowships from more than 40 European countries and other regions in the world. It is possible to search for jobs by area, country, researcher profile or European research programme.</p> <p>Researchers can register, create their profile and make it easier for institutions to contact them for job.</p>
Organisation offering career opportunity	EURAXESS network, European Commission
Web site with information on opportunity	https://euraxess.ec.europa.eu/jobs
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical region	Europe
Short description of the opportunity	<p>The Science4Refugees initiative and EURAXESS portal provide research refugee friendly internships, part-time and full-time jobs, access to an European Research Community, as well as a complete range of information and support services on working and living in Europe.</p> <p>No matter if you are looking for a part-time, full-time job or an internship, recruitment through EURAXESS and Science4Refugees is open, transparent and merit-based. You'll benefit from a refugee welcoming network of universities, research organisations and businesses all across Europe to help put your skills and experience to good use, as soon as possible.</p>
Organisation offering career opportunity	EURAXESS Network
Web site with information on opportunity	https://euraxess.ec.europa.eu/jobs/search?science4refugees=true
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other





Geographical area	European Union
Short description of the opportunity	<p>The European Job Mobility Portal. EURES is a cooperation network designed to facilitate the free movement of workers within the EU 28 countries plus Switzerland, Iceland, Liechtenstein and Norway. EURES services to jobseekers and employers include:</p> <ul style="list-style-type: none"> • Matching of job vacancies and CVs on the EURES portal • Information and guidance and other support services for workers and employers • Access to information on living and working conditions in the EU member states, such as taxation, pensions, health insurance and social security • Specific support services for frontier workers and employers in cross-border regions • Support to specific groups in the context of EURES targeted job mobility schemes, such as Your first EURES job and Reactivate • Promotion of youth opportunities via Drop'pin@EURES, the place where companies and organizations can promote and showcase their youth opportunities designed to help young Europeans take their first steps into the labor market • Support to dynamic recruitment events through the European (Online) Job Days platform • Information on and access to post-recruitment assistance, such as language training and support with integration in the destination country
Organisation offering career opportunity	EURES
Web site with information on opportunity	https://ec.europa.eu/eures/public/en/homepage
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Switzerland, Portugal, Kenya, Egypt, Mongolia, Thailand
Short description of the opportunity	<p>The IOM Internship Programme provides students with the opportunity to learn about IOM's activities, to gain initial work experience, and/or gain knowledge on a broad range of migration technical areas and disciplines. IOM provides on-the-job training to interns so that both they, and the Organization, can benefit. Furthermore, internships build links with academic institutions and universities.</p> <p>Each year, IOM welcomes hundreds of interns to work within IOM offices globally.</p>





	Interns are given assignments and responsibility commensurate with their academic and professional experience and are placed under the guidance of a supervisor.
Organisation offering career opportunity	International Organization for Migration 17 route des Morillons, P.O. Box 17, 1211 Geneva 19, Switzerland
Web site with information on opportunity	https://www.iom.int/internships-iom#paid
Type of career opportunity	<input type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Austria, Belgium/Flanders, Finland, France, Germany, Ireland, Norway, Sweden, Switzerland and the Netherlands
Short description of the opportunity	<p>The CARE project (Career Advancement for Refugee Researchers in Europe) is a 22-month project aiming to support the integration of researchers with a refugee background into the European research labour market.</p> <p>The project has two main purposes:</p> <ul style="list-style-type: none"> • Ensuring needs-based guidance and country-specific information on employment requirements and opportunities for the target group, through Focus groups engaging refugee researchers; country guides/information sheets; and thematic webinars involving experts and employers. • Disseminating project results to the stakeholder networks in the project and the wider community, via EURAXESS centres and the EURAXESS portal. <p>The project targets 10 European countries with a high number of asylum seekers, an absorption capacity of the Research and Development (R&D) labour market and supportive environment to facilitate refugee researchers' entry and integration in the labour market (Austria, Belgium/Flanders, Finland, France, Germany, Ireland, Norway, Sweden, Switzerland and the Netherlands).</p>
Organisation offering career opportunity	Academic Cooperation Association (ACA)
Web site with information on opportunity	http://www.aca-secretariat.be/index.php?id=1123
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other





Geographical area	Germany, France, Italy, Spain, UK
Short description of the opportunity	EMBL welcomes applications from talented refugees and asylum seekers who have a scientific background and who would like to apply for advertised positions, including internships, part-time and full-time jobs.
Organisation offering career opportunity	The European Molecular Biology Laboratory (EMBL)
Web site with information on opportunity	https://www.embl.de/jobs/searchjobs/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Norway, UK, Ireland, Sweden, Switzerland, Netherlands, Belgium, Germany, Finland, Denmark, Italy, Slovakia, Canada, US,
Short description of the opportunity	<p>Scholars at Risk is an international network of institutions and individuals whose mission it is to protect scholars and promote academic freedom.</p> <p>By arranging temporary academic positions at member universities and colleges, Scholars at Risk offers safety to scholars facing grave threats, so scholars' ideas are not lost and they can keep working until conditions improve and they are able to return to their home countries.</p> <p>Scholars at Risk also provides advisory services for scholars and hosts, campaigns for scholars who are imprisoned or silenced in their home countries, monitoring of attacks on higher education communities worldwide, and leadership in deploying new tools and strategies for promoting academic freedom and improving respect for university values everywhere.</p> <p>Scholars at Risk (SAR) works with its global network of higher education institutions around the world to arrange short-term, temporary research and teaching positions for threatened scholars. They also provide advisory, referral, and career support services for scholars.</p> <p>Given an increasingly high volume of requests for assistance, SAR placement assistance is generally limited to scholars facing the most immediate and severe threats, including threats of violence, torture, wrongful imprisonment or prosecution. For other at-risk scholars, SAR can provide career support assistance, which may include</p>





	sharing job announcements, resume/CV review and advice, referral letters, and other support related to the academic job search.
Organisation offering career opportunity	Scholars at Risk (SAR)
Web site with information on opportunity	https://www.scholarsatrisk.org/get-help/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input checked="" type="checkbox"/> Other

Geographical area	Germany, World
Short description of the opportunity	More than 60,000 companies use the StepStone job boards successfully for the recruitment of qualified specialists and executive staff. Founded in 1996, StepStone is one of the most successful online job board businesses today. They operate over 10 top brands with 72 million visits and nearly 9 million jobs per month.
Organisation offering career opportunity	StepStone GmbH
Web site with information on opportunity	https://www.stepstone.com/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany, World
Short description of the opportunity	Indeed is the world's leading job site (according to comScore, based on Total Visits worldwide) . At indeed, job seekers come first: You can search for jobs, create CVs, and get information about companies for free. Every day, Indeed helps millions of people find their dream job.
Organisation offering career opportunity	Indeed
Web site with information on opportunity	https://de.indeed.com/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other





Geographical area	Germany, Austria and Switzerland
Short description of the opportunity	Academics is the leading job market and career coach for all those who enjoy scientific and research-related tasks in Germany, Austria, and Switzerland.
Organisation offering career opportunity	Academics
Web site with information on opportunity	https://www.academics.com/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany, Austria
Short description of the opportunity	Jooble is a job search engine looking for job ads in job boards, newspapers and career websites of companies. Jooble's work is as follows: firstly, all vacancies undergo thorough analysis according to relevant quality criteria. As a result, only high-quality and trustworthy job offers are included in Jooble's results list.
Organisation offering career opportunity	Jooble
Web site with information on opportunity	https://de.jooble.org/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	UK, World
Short description of the opportunity	This company is tailored to assist starting careers in academic, research, science and related professions. Here you can view hundreds of career articles aimed at helping you to find a job, manage your career, learn how to write a CV, find out about working abroad, get interview tips, PhD advice and much more. Also you can sign up to receive Jobs by Email to help you in your search for a new job.
Organisation offering career opportunity	Warwick University Services Limited, jobs.ac.uk division





Web site with information on opportunity	https://www.jobs.ac.uk/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other

Geographical area	World
Short description of the opportunity	<p>ISPP established a committee to monitor and coordinate ISPP actions to support members whose academic freedom is under threat. Donations made to ISPP's Scholars Under Threat Fund are currently used to help support academic scholars in Turkey who have been impacted by the recent actions of the country's government.</p> <p>Also, there is a new twinning program that aims to facilitate scholarly collaboration between threatened political psychologists and the program partners. These collaborations can offer the opportunity for threatened scholars to continue their academic activities, maintain and advance their careers, and integrate into international political psychology; furthermore, partners can engage in political advocacy on behalf of threatened scholar.</p> <p>Threatened political psychologists are recognized in the program as scholars who live and work in countries where their scholarly opportunities are limited, and their livelihood and academic freedom are threatened.</p>
Organisation offering career opportunity	International Society of Political Psychology (ISPP)
Web site with information on opportunity	https://www.ispp.org/http://www.ispp.org/about/scholars_turkey
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other financial help

Geographical area	World, USA
Short description of the opportunity	<p>The Institute of International Education's Scholar Rescue Fund® (IIE-SRF) is the only global program that arranges and funds fellowships for threatened and displaced scholars at partnering higher education institutions worldwide.</p> <p>Building upon IIE's century-long legacy of assisting students and scholars under threat, IIE-SRF has since 2002 supported 833</p>





	scholars from 59 countries in partnership with 414 host institutions in 46 countries.
Organisation offering career opportunity	Scholar Rescue Fund® (IIE-SRF)
Web site with information on opportunity	https://scholarrescuefund.org/
Type of career opportunity	<input type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Career development services

Geographical area	Europe
Name of the CDS	Intercultural Assistant
Short description of the service	<p>The EURAXESS Intercultural Assistant for Researchers aims at raising your awareness of the complexity of the intercultural encounters you are likely to experience as a researcher on the move. It consists of four sections.</p> <p>The first section, What Is Culture?, explores some basic notions about culture.</p> <p>The second section, Boost Your Intercultural Competence, introduces the notion of intercultural communication and intercultural competence with a view to the intercultural experiences you are likely to have.</p> <p>The third section, Compare Cultures, explores one of the many approaches to describing cultural differences and allows you to compare your own and the culture of your host institution along Hofstede's dimensions.</p> <p>The fourth section, Socialising, contains practical tips about finding support while adapting to the new cultural environment.</p>
Organisation offering CDS	EURAXESS Network
Web site with information on CDS	https://euraxess.ec.europa.eu/career-development/researchers/intercultural-assistant
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar





	<input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Cultural courses

Geographical region	Europe, world
Name of the CDS	Career development resources for researchers
Short description of the service	EURAXESS supports you through the process, whether it is about engaging with academia or Industry, with the help of its career development centres, useful information, training resources, and more.
Organisation offering CDS	EURAXESS network
Web site with information on CDS	https://euraxess.ec.europa.eu/career-development/researchers
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input checked="" type="checkbox"/> Webinar <input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	External Career Support Career coordinator Performance and development review Career centre





	<p>Career planning tool</p> <p>Career coach</p> <p>Job search</p> <p>Introduction to early career dialogue</p> <p>Overview to career development</p> <p>Project planning & management</p> <p>Academic writing</p> <p>Leadership course</p> <p>Branding of academic skills</p> <p>Overview on researcher career paths or options</p> <p>How to be attractive for the labour market</p> <p>How to become an entrepreneur</p> <p>Business understanding</p> <p>Leaving academia – career paths beyond the university</p> <p>Legal and administrative issues</p> <p>Cultural courses</p> <p>Language courses</p>
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Geographical region	Europe
Name of the CDS	Project BRiDGE and project BRiDGE Step II
Short description of the service	<p>From South East Europe to its heart BRIDGE gives an all-in-one solution for the localized guidance of refugee researchers (RRs) in the European Research Area.</p> <p>Support of 220 RRs focus on early and late stage post doc researchers and professors of all ages, especially those displaced in Germany, Switzerland, Bulgaria, Greece, and Turkey. Priority will be given further to researchers with an asylum related status. The measures are nevertheless open also to researchers without asylum, such as threatened scholars, if capacity is given.</p> <p>The case-to-case support focuses on career development advisory services, training, and academic and non-academic mentoring for the RRs.</p> <p>Instructive and motivating materials to academic and non-academic mentors.</p> <p>Trainings for academic and non-academic mentors and refugee researchers.</p> <p>Promotion of best practices in the EURAXESS network through</p>





	<p>trainings and activities and forms a network and European Directory of Services for Researchers in Danger visible on the EURAXESS Science4Refugees site.</p> <p>Project BRiDGE will end on March 31, 2020</p> <p>Project BRiDGE Step II will end on November 31, 2020</p>
Organisation offering CDS	Bielefeld University
Web site with information on CDS	https://www.uni-bielefeld.de/International/projects/bridges.html
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input checked="" type="checkbox"/> Webinar <input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	<p>External Career Support</p> <p>Career coordinator</p> <p>Performance and development review</p> <p>Job search</p> <p>Overview to career development</p> <p>Funding & grants</p> <p>Information on academic publishing</p> <p>Academic writing</p> <p>Branding of academic skills</p> <p>Overview on researcher career paths or options</p>

Geographical region	World
Name of the CDS	Kiron
Short description of the	Since 2015, Kiron has been offering free online learning opportunities to refugees and underserved communities. They created the online





service	<p>learning platform Kiron Campus, so they can ensure that their students receive free access to high-quality education for academic, professional and personal growth.</p> <p>Kiron offers custom-made online study programs using massive open online courses (MOOCs) from renowned educational providers and Open Educational Resources (OER's). In addition, Kiron provide short programs to prepare learners for the jobs market. They want to empower students with knowledge, skills, and network they need for future success.</p> <p>Kiron has offices in Germany, Lebanon, and Jordan. In addition to their digital offerings, they are supporting students in Lebanon and Jordan through blended learning opportunities – the combination of offline- and online education. They also work closely with partners from higher education institutions to see more non-formal credit recognition.</p>
Organisation offering CDS	Kiron Open Higher Education gGmbH
Web site with information on CDS	https://kiron.ngo/en/study-with-us/#chapter-2
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Cultural courses Teaching course

Geographical area	Italy, Netherlands, Romania, Spain
Name of the CDS	European Career Development Programme





Short description of the service	The European project ICARD aims at developing an innovative European Career Development Programme, addressed to individual University students and covering the overall pathway from entering to exiting the University, by designing and developing a programme, on the basis of previous best practice. ICARD is dedicated to anyone who feels they need some extra support in their career development. Whether you are a student who has just started the studies, or are already working for years, their 20 modules can help you in making the next step in your career. Topics discussed in the modules range from self-understanding and personal branding all the way to topics like CV building, work ethics, and managing pressures. Each module is a self-steering lesson which you can do in your own time without pressure. And it is completely free!
Organisation offering CDS	ICARD Individual Career Development Programme
Web site with information on CDS	http://www.career-modules.eu/
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Cultural courses Overview to career development Branding of academic skills How to become an entrepreneur

Geographical area	Germany, Austria and Switzerland
Name of the CDS	academics.com
Short description of the service	Academics is the leading job market and career coach for all those who enjoy scientific and research-related tasks in Germany, Austria, and Switzerland.





Organisation offering CDS	Academics
Web site with information on CDS	https://www.academics.com/info/about-academics
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Overview to career development

Geographical region	Europe, world
Name of the CDS	Erasmus+ Online Linguistic Support (OLS)
Short description of the service	Erasmus+ Online Linguistic Support (OLS) offers online language courses to participants of the Erasmus+ programme, the largest academic and vocational training exchange programme of the EU Commission. The service has been expanded to the benefit of around 100.000 refugees over 3 years, on a voluntary basis and free of charge for them.
Organisation offering CDS	Erasmus+
Web site with information on CDS	https://erasmusplusols.eu/en/
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input checked="" type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning)





	<input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses

Geographical region	Germany, Syria
Name of the CDS	The Syrian Researchers Network
Short description of the service	<p>Syrian Researchers is a Non-governmental organization situated in Berlin, Germany and Damascus, Syria, and operates as a scientific network which addresses Arabic-speaking individuals and societies. Syrian Researchers was established as an online-scientific network in 2012 by a group of expat Syrian academics, with the objective of raising both the scientific and academic awareness and to share knowledge through all readable, audible, and visual means.</p> <p>With over 1,500 volunteers, more than 15,000 articles published to date, and by the number of readers and visitors, Syrian Researchers is the largest Arabic scientific assemblage on the internet today. They essentially focus on:</p> <ul style="list-style-type: none"> -Publishing, translating scientific research. -Creating visual content. -Providing academic consultation through our volunteering experts and academics. -Responding to readers' inquiries. -Organizing scientific fairs and supporting scientific initiatives. -Developing partnerships.
Organisation offering CDS	The Syrian Researchers Network
Web site with information on CDS	http://www.syr-res.com/
Type of service	<input checked="" type="checkbox"/> Mentoring <input type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning)





	<input checked="" type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Information on academic publishing External Career Support





3.2. Austria

Geographical area	Austria
Short description of the opportunity	<p>The Austrian Academy of Sciences (OeAW) offers international incoming fellowships in order to allow excellent researchers from all over the world to come to Austria. Outstanding researchers wishing to apply for a Marie Skłodowska Curie Individual Fellowship, an ERC Starting or ERC Consolidator Grant are invited for a short term visit to the OeAW, to experience the unique working environment of the OeAW and to avail of the support provided by the Academy.</p> <p>OeAW offers funding to international incoming fellows intending to submit for Marie Skłodowska Curie Individual Fellowship or an ERC Starting or Consolidator Grant and choosing OeAW as their host institution. Reimbursement up to a maximum of € 8,100 per fellow is awarded (max. €2,700 per month for a max. of 3 months, plus reimbursement of actual travel costs for 1 return trip; the research visits may however comprise of one single trip or several short trips).</p>
Organisation offering career opportunity	The Austrian Academy of Sciences (OeAW)
Web site with information on opportunity	https://www.oeaw.ac.at/en/funding/subsites/incoming-fellowship/ https://www.oeaw.ac.at/jobs/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Austria
Name of the CDS	oad4refugees
Short description of the service	<p>With oead4refugees the OeAD provides an overview for refugees who are living in Austria and want to study here or have their degree recognised in Austria. OeAD wants to support people who are in the middle of an asylum procedure or have already completed it to identify educational chances and take advantage of them. Through oead4refugees, refugees can find general information about higher education in Austria, financial support options and housing for students.</p>
Organisation offering CDS	OeAD-GmbH
Web site with information on CDS	https://oead.at/en/to-austria/oead4refugees/asylum-seekers-temporary-leave-to-remain/#language-lessons-and-certificates





Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input checked="" type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Language courses





3.3. Belgium

Geographical area	Belgium
Short description of the opportunity	Refugees are welcome at Ghent University to study, to obtain a doctorate (PhD) or to carry out research. There is no specific reduction fee for refugee students, but students with official refugee status or subsidiary protection status might be eligible for the scholarship tuition fee (AY 2018-19: € 108,8).
Organisation offering career opportunity	Ghent University
Web site with information on opportunity	https://www.ugent.be/en/ghentuniv/principles/diversity-and-gender/refugeeswelcomeatugent
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Belgium
Name of the CDS	The Refugee Student Programme
Short description of the service	<p>In 2015, the VUB set up a programme to support the integration of refugee students. It found this necessary then, with the large influx of migrants in the EU due to numerous conflict situations in the Middle East and in the Horn of Africa. The programme was set up to give those prospective students with a refugee background a fair chance at starting or continuing their studies, thereby building a better future for themselves in Belgium or back home when they return.</p> <p>The programme consists of facilitating access to higher education for prospective students with a refugee background by providing tailor-made guidance in choosing their academic programme, support with the registration system, and an open-door policy for help and advice before and throughout their studies.</p> <p>Next to its general support towards refugee students, the VUB proposes an introductory class for 20 students called InClusive AcadeMic Programme for University Students (InCAMPUS programme). This preparatory pathway for refugee students gives them the opportunity to develop their language and study skills, helping them to enrol and set them on their way to succeed in their academic programme at the VUB. It offers:</p> <ul style="list-style-type: none"> • Intensive language classes in Dutch or English (in collaboration with ACTO)





	<ul style="list-style-type: none"> • Training on educational methods and study skills • Cultural orientation courses (in collaboration with the BON Incurring Brussel) • Psychological support and counselling • The possibility to enrol in 1 or 2 regular courses in their chosen academic programme
Organisation offering CDS	Vrije Universiteit Brussel
Web site with information on CDS	https://www.vub.be/en/welcome-student-refugees-programme#home , https://www.vub.be/en/welcome-student-refugees-programme#incampus-(preparatory-programme)
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input checked="" type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input checked="" type="checkbox"/> Other
Area(s)	Language courses

Geographical region	Belgium
Name of the CDS	ULB Welcome Desk for Refugees
Short description of the service	The Welcome Desk for Refugees helps all refugee students with their administrative procedures before, during, and after their enrolment at ULB. It has a designated person of contact within each of our faculties. Refugee students also receive help finding housing and obtaining scholarships.
Organisation offering CDS	Université Libre de Bruxelles
Web site with information on CDS	https://www.ulb.be/en/getting-support/ulb-welcome-desk-for-refugees
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course





	<input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Job search Funding & grants Language courses

Geographical region	Belgium
Name of the CDS	Courses geared to refugees
Short description of the service	<p>As mastery of the language is the first integration vector in a new environment, ULiège offers those who are engaged in a university training process the possibility to reach the legal French level (level B2) required for admission. French courses as a foreign language have therefore been organised, in collaboration with the ISLV (Institute of Modern Languages).</p> <p>For doctorate and research activities the Refugee Office directs candidates toward the relevant departments, including the Research and Development Administration.</p>
Organisation offering CDS	Université Liège
Web site with information on CDS	https://www.uliege.be/cms/c_9191595/en/offre-de-formation
Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other





Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses





3.4. Bulgaria

Geographical area	Bulgaria
Name of the CDS	Integration of Refugees and Migrants
Short description of the service	For persons granted refugee or humanitarian status there is a Caritas Sofia Center for Integration of Refugees and Migrants “St. Anna” in the town of Sofia that provides social counselling, psychological support, Bulgarian language courses, address registration, personal physician registration, home and employment assistance, art activities, mentoring program and other activities supporting the integration process in the Bulgarian society
Organisation offering CDS	Caritas Sofia Center for Integration of Refugees and Migrants “St. Anna”
Web site with information on CDS	https://caritas.bg/en/causes/refugees/activities-refugees/
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Legal and administrative issues





3.5. Croatia

Geographical area	Croatia
Name of the CDS	Integration of Refugees
Short description of the service	Centre for the Integration of Refugees SOL promotes intercultural understanding and mutual learning by bringing refugees and Croatian citizens together. By organizing intercultural encounters through formal and informal gatherings, JRS has witnessed that bonds of trust and friendship are kindled between refugees and locals who previously did not know each other. In addition to fostering these encounters, SOL offers practical trainings and workshops to strengthen people's skills and prepare them to overcome challenges that come with integrating in new cultural and linguistic communities, job markets and schools.
Organisation offering CDS	Centre for the Integration of Refugees „SOL“
Web site with information on CDS	http://www.jrs.hr/en/
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Legal and administrative issues





3.6. Denmark

Geographical area	Denmark
Short description of the opportunity	<p>The Basic Integration Training Programme (IGU) is a two-year course which has been offered since 1st July 2016. The IGU is a complement to work experience and wage subsidised positions and aims to improve the chances of refugees to find permanent jobs in Denmark. When the employee is finished after 2 years, he receives a training certificate. The company receives a bonus of DKK 20,000 after the first 6 months of the course and again once the IGU has been completed.</p> <p>The idea behind the IGU is that refugees and those who arrive through family reunification will have the opportunity to develop their skills and experience within a particular company, which, after the IGU process, may consider hiring the refugee in the company on a permanent basis. Through an IGU course, the refugee gets the skills and experience that the company is looking for in an employee. The refugee's chances of getting a job in the company, or a similar company, are thus improved. And the company is given the opportunity to hire an employee who already knows the company and has the skills that the company needs.</p>
Organisation offering career opportunity	Integration Training Programme (IGU)
Web site with information on opportunity	http://refugees.dk/en/facts/integration-jobs-education/igu-basic-integration-training-programme/ , http://refugees.dk/en/facts/integration-jobs-education/internship-wage-subsidies-job/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Denmark
Short description of the opportunity	<p>The University of Copenhagen encourages refugees in Denmark to look for vacant positions at the University of Copenhagen. Recruitment at the University of Copenhagen is based upon an open, transparent and merit-based procedure.</p> <p>International Staff Mobility (ISM) is part of the Human Resources Department at the University of Copenhagen and supports all International Researchers, PhD Students and Administrative Staff who work at the University of Copenhagen.</p>
Organisation offering career opportunity	University of Copenhagen





Web site with information on opportunity	https://refugees.ku.dk/working/ https://employment.ku.dk/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Denmark
Short description of the opportunity	Danish students' Grants and Loans Scheme (SU)
Organisation offering career opportunity	Styrelsen for Institutioner og Uddannelsesstøtte The Board of Institutions and Educational Support
Web site with information on opportunity	https://www.su.dk/english/su-as-a-foreign-citizen/
Type of career opportunity	<input type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Denmark
Name of the CDS	Dual Career ~ Spouse Network
Short description of the service	University of Copenhagen welcomes all partners and spouses of International Employees of the University of Copenhagen to the Dual Career ~ Spouse Network. This network is aimed to provide support in understanding and benefitting from the networking opportunities in Denmark. It will aid one's professional and social aspirations, with customised programs organised by the team.
Organisation offering CDS	University of Copenhagen
Web site with information on CDS	https://ism.ku.dk/dual-career/
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning)





	<input checked="" type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Dual career

Geographical area	Denmark
Name of the CDS	Job Search and Career Counselling
Short description of the service	<p>Applying for jobs in Denmark may be a very different process than in your home country. ISM, through the career counselling program, will be able to assist you in understanding this process, gaining the needed skills and knowledge in order to embark on your career in Denmark.</p> <p>We offer a personalised approach that will suit each individual's unique needs by providing support, inspiration and hopefully creating excitement around your job search. We are also able to offer support over phone and via Skype if you are unable to meet with us in person.</p>
Organisation offering CDS	University of Copenhagen
Web site with information on CDS	https://ism.ku.dk/dual-career/career-counselling/
Type of service	<input checked="" type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other





Area (s)	Career coach Job search Mentor How to become an entrepreneur
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Geographical area	Denmark
Name of the CDS	
Short description of the service	The job centre offers Danish training to foreigners who receive unemployment benefits, cash benefits or integration benefits. In Danish teaching you learn to communicate in different contexts in speech and in writing. You will learn about the Danish labour market, Danish culture and social conditions. The teaching takes place both on teams, in smaller groups and as a pair-work. You will also be practicing at a company and there will be various excursions and contact with companies as part of the tuition.
Organisation offering CDS	CBSI Sprogcenter - City of Copenhagen
Web site with information on CDS	https://www.kk.dk/cbsisprogcenter
Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input checked="" type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses

Geographical area	Denmark
Name of the CDS	Guide to diploma recognition
Short description of the	The Danish Agency for Science and Higher Education provides





service	assessments of foreign qualifications.
Organisation offering CDS	Ministry of Higher education and Science
Web site with information on CDS	https://ufm.dk/en/education/recognition-and-transparency/recognition-guide
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input checked="" type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Legal and administrative issues

Geographical area	Denmark
Name of the CDS	Mentoring program for highly educated refugees
Short description of the service	The Nydansk Association (Foreningen Nydansker), an educational and vocational membership organization with over 100 private and public companies that supports the integration of immigrants in the labor market, regularly collaborates with companies on mentoring programs for highly educated refugees. The mentor program runs for 6 months as a joint coordinated effort, where the company's employees have the opportunity to volunteer as a mentor for a highly educated refugee within the same professional field. DTU Career Mentoring Program is a collaboration with the Technical University of Denmark.
Organisation offering CDS	Nydansk Association (Foreningen Nydansker)
Web site with information on CDS	https://www.foreningen-nydansker.dk/mentorindsatser/samarbejde-med-virksomheder/howto-guide-for-hojtuddannede-flygtninge
Type of service	<input checked="" type="checkbox"/> Mentoring <input type="checkbox"/> Course





	<input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Career coach Legal and administrative issues





3.7. Finland

Geographical area	Finland
Name of the CDS	SIMHE - Supporting Immigrants in Higher Education in Finland
Short description of the service	<p>The aim is to enhance the identification and recognition of prior learning of highly educated immigrants of different statuses and make it easier to direct immigrants to higher education on national and regional levels.</p> <p>The purpose is to ensure that the previous studies and degrees of highly educated immigrants are identified and recognized according to national policies as quickly as possible so that these people find their way to appropriate education and careers paths.</p> <p>In the pilot stage in 2016, the first higher education institutions responsible were the University of Jyväskylä and Metropolia University of Applied Sciences. In 2017, SIMHE was joined by four new higher education institutions: University of Helsinki, Karelia University of Applied Sciences, Oulu University of Applied Sciences and University of Turku.</p>
Organisation offering CDS	Finnish National Agency for Education
Web site with information on CDS	https://www.oph.fi/en/simhe-services-higher-education-institutions
Type of service	<input checked="" type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input checked="" type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input checked="" type="checkbox"/> Other
Area(s)	Legal and administrative issues





	Mentor
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Geographical area	Finland
Short description of the opportunity	<p>Startup Refugees is a life-changing social innovation founded in Finland. They are an expanding network of driven professionals with a mission. Startup Refugees harnesses the human capital of refugees, combines it with local entrepreneurship and creates new opportunities and more jobs for everyone.</p> <p>Instead of putting capable newcomers aside in human-container-like refugee centres and making them passive beneficiaries, Startup Refugees immediately finds out the professional skills and experience of the refugees, matches it with local entrepreneurship and creates jobs and new businesses. The results are impressive. In October 2018 this organisation has profiled the skills and professional goals of over 2700 newcomers in 17 cities, offered 500 job opportunities, organised 94 business workshops for 811 participants, supported over 60 businesses of newcomers, and offered over 3000 courses and education opportunities to develop new skills.</p>
Organisation offering career opportunity	Startup Refugees
Web site with information on opportunity	https://startuprefugees.com/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other business workshops, courses and education opportunities





3.8. France

Geographical area	France
Short description of the opportunity	<p>The PAUSE program (National program for the urgent aid and reception of scientists in exile), established on January 16, 2017, awards stimulus funding to higher education establishments and public research organizations who plan to host scientists at risk, and supports their activities.</p> <p>PAUSE was launched by an agreement between the Ministry for Education and Research, Collège de France and The Chancellery of Parisian Universities. The national PAUSE program brings together major institutions from the higher education and research community (CPU, CDEFI, CNRS, INSERM, INRA, INRIA, CNOUS, AUF), the French Interior Ministry, the Ministry of European and Foreign Affairs and the Ministry of Culture.</p>
Organisation offering career opportunity	Collège de France Programme national d'aide à l'Accueil en Urgence des Scientifiques en Exil (PAUSE)
Web site with information on opportunity	https://www.college-de-france.fr/site/en-program-pause/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other





3.9. Germany

Geographical area	Germany
Short description of the opportunity	<p>For more than a decade, the Alexander von Humboldt Foundation has been working with various partners to establish and foster a “culture of welcome” in Germany. As global competition to court the best minds continues to grow, talented researchers can choose in which country they wish to continue their careers. Apart from an attractive salary and an inspiring academic environment, “soft factors” play an increasingly important role in choosing a suitable location. The Humboldt Foundation fosters the establishment of a “culture of welcome” in Germany in order to attract researchers and their families, support them in their preparations and throughout their stay, and to maintain long-term relations after their stay has finished. This foundation promotes academic cooperation between excellent scientists and scholars from abroad and from Germany. Their research fellowships and research awards allow you to come to Germany to work on a research project you have chosen yourself together with a host and collaborative partner.</p> <p>As an intermediary organisation for German foreign cultural and educational policy this foundation promotes international cultural dialogue and academic exchange.</p>
Organisation offering career opportunity	Alexander von Humboldt Foundation
Web site with information on opportunity	http://www.humboldt-foundation.de/web/about-us.html
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other business workshops, courses and education opportunities

Geographical region	Germany
Short description of the opportunity	<p>The Philipp Schwartz Initiative provides universities and research institutions in Germany with the means to host threatened foreign researchers for a period of 24 months on a fully funded research fellowship. An extension is possible under a co-financing model.</p> <p>The Initiative is funded by the Federal Foreign Office, with generous additional support from the Alfried Krupp von Bohlen and Halbach Foundation, the Andrew W. Mellon Foundation, the Fritz Thyssen Foundation, the Gerda Henkel Foundation, the Klaus Tschira Foundation, the Robert Bosch Foundation, the Stifterverband, and the Stiftung Mercator.</p>





Organisation offering career opportunity	Alexander von Humboldt Foundation supported by the Federal Foreign Office
Web site with information on opportunity	http://www.humboldt-foundation.de/web/philipp-schwartz-initiative-en.html
Type of career opportunity	<input type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Short description of the opportunity	Information on various kinds of DAAD funding for foreign students, graduates and postdocs as well as on funding offered by <u>other selected organisations</u> .
Organisation offering career opportunity	DAAD - Deutscher Akademischer Austauschdienst (German Academic Exchange Service)
Web site with information on opportunity	https://www2.daad.de/deutschland/stipendium/datenbank/en/21148-scholarship-database/?detail=50015434
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Short description of the opportunity	Job search for students, graduates and job entrants.
Organisation offering career opportunity	Monster
Web site with information on opportunity	https://www.monster.de/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Short description of the opportunity	<p>The DFG facilitates the participation of scientists and academics who have fled their home countries in research projects.</p> <p>All project leaders and higher education institutions can submit supplemental proposals to integrate qualified refugees – whether researchers in training or established researchers – in existing DFG-funded projects. These proposals may be justified by the fact that</p>





	<p>additional persons are now available whose participation would make a valuable contribution to the project.</p> <p>Supplemental proposals can be submitted for any funding which allows refugees to be integrated in a project, especially guest funding and staff posts. For the integration of established researchers, the Mercator module is an especially suitable option. This can be used to cover accommodation and travel costs and also provide remuneration at a level which, as with guest funding, is based on academic qualification. Proposals can be submitted informally at any time and should not exceed five pages (not including CV and bibliography). Applicants should however ensure that the proposal is clear and detailed enough to allow prompt review in accordance with the DFG's standard quality criteria. Proposals must contain details of the persons to be integrated in a project and explain what added value their participation would contribute to the project.</p>
Organisation offering career opportunity	Deutsche Forschungsgemeinschaft (DFG) German Research Foundation
Web site with information on opportunity	Click to open DFG website
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Short description of the opportunity	Funding for Refugee Scholars and Scientists up to 2 or 3 years (depending on funding opportunity).
Organisation offering career opportunity	VolkswagenStiftung (Volkswagen Foundation)
Web site with information on opportunity	https://www.volkswagenstiftung.de/en/funding/our-funding-portfolio-at-a-glance/funding-for-refugee-scholars-and-scientists
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Short description of the opportunity	<p>Bridge Fellowships aims:</p> <p>(1) to support new research initiatives at the university which are in the process of formation (e.g. collaborative research centres, research groups);</p>





	<p>(2) to enhance and advance areas of research at the university which are already strong by supporting postdoctoral researchers with distinctive and complementary expertise who can fill niches in ongoing projects;</p> <p>(3) to support threatened foreign researchers by giving them the opportunity to be integrated into the German academic system.</p> <p>Applicants are expected to comply with at least one of the above mentioned aims.</p> <p>The Zukunftskolleg is an Institute for Advanced Study (IAS) at the University of Konstanz. Bridge Fellowships are available for a maximum of eight or nine months. The Zukunftskolleg provides Bridge Fellows a professional infrastructure and an appropriate workplace for conducting research. The fellows have the opportunity to benefit from a variety of career development measures, including the University of Konstanz's Academic Staff Development and Research Support offices. Each fellow is a member of both a university department and the Zukunftskolleg as an Associated Fellow.</p> <p>Fellows have a work contract with the University of Konstanz. They participate actively in the regular weekly meetings (Jour Fixe) of the Zukunftskolleg and have an opportunity to teach.</p>
Organisation offering career opportunity	University of Konstanz
Web site with information on opportunity	https://www.uni-konstanz.de/zukunftskolleg/fellowships/bridge-fellowship/
Type of career opportunity	<input type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Germany
Name of the CDS	Academic immigration & Social integration
Short description of the service	<p>The Otto Benecke Foundation was founded in 1965 on the initiative of German student associations. Since then, they have welcomed more than 500,000 immigrants, refugees, members of minorities, and young people in special educational, counselling, exchange, and scholarship programs, promoted their social inclusion, and given them a future career.</p> <p>They are developing integration programs and qualification programs, especially in the fields of youth work, parenting, education and the labour market - in close cooperation with immigrant</p>





	organizations.
Organisation offering CDS	Otto Benecke Foundation eV
Web site with information on CDS	https://www.obs-ev.de/
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Career coach Cultural courses Language courses Social Events

Geographical area	Germany
Name of the CDS	Career Mentoring – Program for Scholars at Risk
Short description of the service	<p>This program aims at providing support in career planning for researchers who have taken refuge in Germany. The various offers include mentoring partnerships, advanced training/ workshops, networking opportunities, information and documentation resources, and individual coaching.</p> <p>All modules of this program are offered in English and designed as well as organized by the HR Department Development for Researchers (Dpt. 43 - Personalentwicklung Wissenschaft, Section 2 - Mentoring).</p>
Organisation offering CDS	University of Cologne
Web site with information on CDS	www.mentoring.uni-koeln.de





Type of service	<input checked="" type="checkbox"/> Mentoring <input type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input checked="" type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	<input checked="" type="checkbox"/> Career centre <input checked="" type="checkbox"/> Career coach <input checked="" type="checkbox"/> Overview to career development <input checked="" type="checkbox"/> Gender / Equality Advisor <input checked="" type="checkbox"/> W: Funding & grants <input checked="" type="checkbox"/> Overview to career development <input checked="" type="checkbox"/> Gender / Equality Advisor <input checked="" type="checkbox"/> W: Funding & grants <input checked="" type="checkbox"/> W: Supervisor Development <input checked="" type="checkbox"/> W: Project planning & management <input checked="" type="checkbox"/> W: Information on academic publishing <input checked="" type="checkbox"/> W: Academic writing <input checked="" type="checkbox"/> C**: Leadership course <input checked="" type="checkbox"/> C: Teaching course <input checked="" type="checkbox"/> Overview on researcher career paths or options <input checked="" type="checkbox"/> W: Leaving academia – career paths beyond the university <input checked="" type="checkbox"/> C: Cultural courses <input checked="" type="checkbox"/> Mobility coaching <input checked="" type="checkbox"/> Interdisciplinary collaboration <input checked="" type="checkbox"/> Mentor <input checked="" type="checkbox"/> Alumni association <input checked="" type="checkbox"/> Conferences





Geographical area	Germany
Name of the CDS	German language courses
Short description of the service	German language courses are organised as Summer or Winter school in many cities in Germany. There are A1, A2, B1, B2, C1, C2 level courses. For some courses scholarships are available.
Organisation offering CDS	DAAD - Deutscher Akademischer Austauschdienst (German Academic Exchange Service)
Web site with information on CDS	https://www2.daad.de/deutschland/studienangebote/sommerkurse/en/
Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input checked="" type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses





3.10. Greece

Geographical region	Greece
Name of the CDS	The Scirea Project
Short description of the service	<p>The SCIREA project, with the UAeg acting as coordinator, focuses on skilled refugees and helps to integrate them into European academic institutions and to improve their qualifications. Tailor-made seminars and webinars are implemented, and scholarships are given to refugee scientists to restart their academic career.</p> <p>The objectives of this project are:</p> <ul style="list-style-type: none"> • Screening the training needs of highly skilled scientist refugees living in the Greek islands in relation to the foreign labor market dynamics, • Create webinars and a companion SCIREA e-book (application procedure, CV) in order to apply to a European university or to a research institute (Farsi, Arabic, English) • Organize 'tailor-made' life-long learning seminars dedicated to highly skilled; • Organize 25 months of Fellowships for experienced refugee researchers (3-12 months internship duration) for short research/training stays in its premises in various laboratories and scientific fields. • Organize match-making events of the highly skilled refugees with the academics. • Organize dissemination events that refugees present their progress and achievements to the academic community and to the public sector.
Organisation offering CDS	University of the Aegean
Web site with information on CDS	http://scirea.aegean.gr/index.php
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input checked="" type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free





	<input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Job search Funding & grants Language courses





3.11. Hungary

Geographical region	Hungary
Name of the CDS	OLive
Short description of the service	The Open Learning Initiative (OLive) at Central European University focuses on opening access to higher education for refugees and asylum seekers. Established in January 2016, it runs two non-degree programs. The Weekend Program (OLive-WP) is designed for asylum seekers and refugees in Hungary. The University Preparatory Program (OLive-UP) is full-time (10 months/AY), fully-funded and accepts students with a refugee status from any of the European Economic Area countries.
Organisation offering CDS	Central European University
Web site with information on CDS	https://olive.ceu.edu/about-olive
Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Project planning & management Cultural courses





3.12. Netherland

Geographical area	Netherlands
Short description of the opportunity	<p>NWO launched in 2018 in consultation with KNAW, the Young Academy and the Foundation for Refugee Students (UAF) a pilot call (Hestia – Impulse for Refugees in Science) to fund research appointments for academics residing in the Netherlands as refugees and wishing to build or continue an academic career here. Due to the apparent need for such funding, the pilot call has been extended by two years. Funding rounds will also take place in 2019 and 2020. A project leader and/or main applicant of a research project already funded by NWO or ZonMw can apply for funding for the appointment of a refugee with an academic background on his/her project for the duration of 18 months. The refugee should have an asylum residence permit as described in chapter 6 of the call for proposals. This NWO-wide pilot is an impulse to make Dutch science and the academic labour market accessible to refugee academics with demonstrable refugee status. At the same time, these academics will enrich Dutch science with the experience and expertise they bring with them.</p> <p>With this short-term funding, refugee academics can join current research projects funded by NWO or ZonMw and build up a network. They can share knowledge and expertise, become familiar with the Dutch science system and restart their interrupted career or line of research. At the same time these academics enrich Dutch science with their expertise.</p>
Organisation offering career opportunity	Dutch Research Council (NWO Nederlandse Organisatie voor Wetenschappelijk Onderzoek)
Web site with information on opportunity	https://www.nwo.nl/en/research-and-results/programmes/nwo/hestia-impulse/index.html , https://www.nwo.nl/en/funding/our-funding-instruments/sqw/hestia/hestia.html
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Netherlands
Short description of the opportunity	<p>The UAF has been providing support to refugee students and professionals in their studies and in finding suitable employment on the Dutch labour market since 1948. This organisation advises refugees based on their knowledge and experience, and builds bridges between refugees, educational institutions, (local) governments and employers.</p> <p>The UAF offers the following types of modules:</p>





	<ul style="list-style-type: none"> • Mentoring • (Specialised) language • Preparing for your studies • Studying • Combining work and study • The pathway to a career • Medical assessments <p>Financial support</p> <p>This organisation eliminates financial obstacles that may hinder the development of refugee students and professionals. They offer donations and loans so they can enrol in a premaster programme or specialised language course, for example. The UAF reimburses the expenses made for the purpose of professional development, such as tuition, language courses, textbooks, computers and travel expenses.</p> <p>Advocacy</p> <p>The UAF also reports obstacles, defends refugees' interests and collaborates with educational institutions, employers and local governments to create equal opportunities for refugees. This way they can continue their professional development to make a meaningful contribution to society.</p>
Organisation offering career opportunity	UAF
Web site with information on opportunity	https://www.uaf.nl/en/about-uaf/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other Education to get a job in Netherland

Geographical area	Netherlands
Short description of the opportunity	<p>AcademicTransfer is the job board for a career in research and higher education in the Netherlands; for every academic, at every stage in their career and in every sector. On AcademicTransfer, you'll find jobs in higher education, university medical centres, research institutes and the industry.</p> <p>AcademicTransfer supports you in building your scientific career. They offer a complete overview of academic job openings in the Netherlands.</p>





	AcademicTransfer is the cooperative of Dutch knowledge institutions: research universities, university medical centres and top institutes KNAW and NWO. Their mission is to attract academics from all over the world to start working in Dutch science.
Organisation offering career opportunity	AcademicTransfer
Web site with information on opportunity	https://www.academictransfer.com/en/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other





3.13. Norway

Geographical area	Norway
Short description of the opportunity	<p>OsloMet – Oslo Metropolitan University offer a program called “Akademisk dugnad” meaning Academic volunteering. Akademisk Dugnad is a contribution to make a better and more secure life for those who arrive to Norway. Measures has been taken to provide complete education for nursing-, engineering-and teacher education. This is an offer to those who have started or completed an education in their home country and will help them to complete their studies and be able to work in Norway.</p> <p>In addition, we offer refugees Norwegian language courses at the level necessary to be admitted to take higher education in Norway, we offer language cafes, language tandems, social integration events, courses to understand the Norwegian culture, career advising and coming up events on exchange experiences with other refugees.</p>
Organisation offering career opportunity	<p>OsloMet – Oslo Metropolitan University https://www.oslomet.no/en/ in the Faculty of Health Sciences, at the Faculty of Education and International studies and at the Faculty of Engineering, Arts and Design.</p>
Web site with information on opportunity	<p>https://ansatt.oslomet.no/en/siste-nytt/-/nyhet/curt-rice-hioa-vil-alltid-onske-studenter-med-flyktningbakgrunn-velkommen and http://www.hioa.no/eng/About-HiOA/Academic-Dugnad-for-refugees</p>
Type of career opportunity	<p><input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input checked="" type="checkbox"/> Other</p>

Geographical area	Norway
Short description of the opportunity	<p>This companies customers are private companies and public companies throughout the country. By registering your CV on their website you can search for vacant positions. Through the job search, vacancies within the desired category, geographical location or industry can be found.</p>





Organisation offering career opportunity	Jobbnorge
Web site with information on opportunity	https://arbetsformedlingen.se/om-oss/var-verksamhet/vart-uppdrag
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other





3.14. Portugal

Geographical region	Portugal
Name of the CDS	Refugee support at UC
Short description of the service	The University of Coimbra (UC) created a special channel for students, academics and professionals with refugee status under the Geneva Convention and applicable Portuguese Law. The special channel provides: Portuguese language courses, recognition of prior higher education qualifications and access to graduate and post-graduate programmes.
Organisation offering CDS	University of Coimbra
Web site with information on CDS	http://www.uc.pt/en/refugee-help
Type of service	<input type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses





3.15. Serbia

Geographical region	Serbia
Name of the CDS	Project ALMIT
Short description of the service	On-line courses for acceleration of labour market integration of immigrants through mapping of skills and trainings.
Organisation offering CDS	Belgrade Open School
Web site with information on CDS	https://almit-project.eu/elearning/
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input checked="" type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Cultural courses





3.16. Spain

Geographical region	Spain
Short description of the opportunity	Academic, financial and psychological support to international refugee students and staff belonging to double-risk populations due to their adscription to a minority. Grant and scholarship program that is directed to refugee students belonging to populations at double-risk. Employment opportunities for researchers and HEI staff
Organisation offering career opportunity	Universidad de Jaén
Web site with information on opportunity	http://www.ujaen.es/serv/vicint/home/page/61/117
Type of career opportunity	<input checked="" type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other





3.17. Sweden

Geographical area	Sweden
Short description of the opportunity	<p>This company starts from a persons needs and interests and builds on the expertise and experience that a person has. They map and identify opportunities in the job market and they also get to know the person who is seeking a job. Based on this, they work actively on a common plan, and use their network to find jobs that are right for this person.</p> <p>Some examples of what this company offers:</p> <ul style="list-style-type: none"> • Valuable business contacts / networks • Current situation in the labour market • Guest lectures and study visits • Providing internships • Inspiring individual coaching • Coached group activities • Language support and language development in the workplace • Mapping and competence matching • Good application documents • Study and vocational guidance
Organisation offering career opportunity	A till Ö Jobb & Rekrytering AB (A to Z Job & Recruitment AB)
Web site with information on opportunity	https://atillo.com/om-oss/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input checked="" type="checkbox"/> Other Education to get a job in Sweden

Geographical area	Sweden
Short description of the opportunity	<p>The Swedish Public Employment Agency's (Arbetsförmedlingen) offers support to people looking for work. It offers information, advice and support. Then there are many privately run job sites commonly used to find a job in Sweden. These websites usually include job listings (often in Swedish) and functions where you can upload your CV.</p> <p>Arbetsförmedlingen has a coordinating responsibility for the establishment of newcomers to Sweden in the labour market. They will provide new arrivals with the right conditions to learn Swedish as quickly as possible, get a job and manage their own livelihood. Part</p>





	<p>of this work is about finding newcomers who lack the knowledge required in the labour market and ensuring that they are primarily engaged in education. Arbetsförmedlingen will also offer skills mapping for asylum seekers to speed up the establishment if they receive a residence permit in Sweden.</p> <p>An organization that contributes to faster routes into the labour market for newcomers can apply for government grants.</p>
Organisation offering career opportunity	Arbetsförmedlingen (Swedish Public Employment Service)
Web site with information on opportunity	https://arbetsformedlingen.se/om-oss/var-verksamhet/vart-uppdrag
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Sweden
Short description of the opportunity	<p>Qamar Consulting helps people with finding a job or an appropriate education path. If you do not speak Swedish so well, Qamar has language support in several languages including:</p> <ul style="list-style-type: none"> • Arabic • Somali • Persian • Kurdish • Bosnian • Serbian • Croatian • Spanish • French • German • English
Organisation offering career opportunity	Qamar Consulting
Web site with information on opportunity	http://www.qamargbg.se/arbetstr%C3%A4ning
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other career advice





Geographical area	Sweden
Short description of the opportunity	<p>Mitt Liv is a social enterprise working for an inclusive society and a job market that values diversity. It is a limited liability company with special profit distribution limitations that entail any potential profits being reinvested back into the business. Mitt Liv offers job positions and mentorship programs.</p> <p>Mitt Livs Chans, is a mentorship programme for individuals with a foreign background who do not have a job befitting their qualifications, contacts and networks. The programme is at no cost to the mentees and is financed by Mitt Livs' partners (businesses and organisations), who understand the value and benefits of increased diversity in the workplace. Mitt liv offers</p>
Organisation offering career opportunity	Mitt Liv
Web site with information on opportunity	https://www.mittliv.com/en/mentorship-programme-en/become-a-mentee-with-mitt-livs-chans , https://rekrytering.mittliv.com/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other mentorship programme

Geographical region	Sweden
Short description of the opportunity	<p>UU CareerGate is a job site for students and recent graduates from UU. The job site is a collaboration between Uppsala University and Graduateland ApS. Student have the opportunity to create a personal profile and customize their pages based on study orientation, competencies and job desires. They can expose themselves to future employers. They can also subscribe to ads from hundreds of different companies and thus be updated on relevant jobs that are right for them.</p>
Organisation offering career opportunity	Uppsala University
Web site with information on opportunity	https://careergate.student.uu.se/sv/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input type="checkbox"/> Other

Geographical area	Sweden
Short description of the opportunity	<p>Arcus offers Support and Matching service, they help people find a job or education that matches their past experiences, conditions and needs. Arcus offers personal support from an experienced</p>





	<p>supervisor who has a large and wide contact network. Together with the study and career counsellor, you develop a plan for how to find a suitable job or suitable education.</p> <p>This company offers:</p> <ul style="list-style-type: none"> • Support and guidance for finding and seeking a job • Access to all their corporate contacts • Computer education • Study • Help writing a good CV • Training before a job interview • Swedish Tuition
Organisation offering career opportunity	Arcus
Web site with information on opportunity	https://arcus.nu/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input checked="" type="checkbox"/> Other training programme

Geographical area	Sweden
Name of the CDS	Assess your professional skills
Short description of the service	<p>Do your own quick assessment of your professional skills. It gives you a good basis for further discussion with an employment agent or a study and career counsellor.</p> <p>Identify your industry knowledge How much can you do in your profession and what tasks have you had? Print the form that is linked to your profession, go through the various statements and call in the answer that is right for you. With the help of your answers you get a picture of how you can use your experience in the Swedish labour market.</p>
Organisation offering CDS	Swedish Public Employment Service Arbetsförmedlingen
Web site with information on CDS	https://arbetsformedlingen.se/for-arbetssokande/yrken-och-studier/sjalvskattning
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input type="checkbox"/> Workshop <input checked="" type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input checked="" type="checkbox"/> Free





	<input type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area (s)	Performance and development review Career planning tool

Geographical region	Sweden
Name of the CDS	Mentor program University friend
Short description of the service	As a newcomer in Sweden, the step to university studies can be perceived as complicated and far. Through contact with a mentor and university friend refugees can gain informal knowledge and be strengthened in their goal on the road to higher studies.
Organisation offering CDS	Gothenburg Integration Center, City of Gothenburg
Web site with information on CDS	For Mentor program click here
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Cultural courses Language courses

Geographical region	Sweden
Name of the CDS	Inclusive Internationalisation
Short description of the service	Inclusive Internationalisation is a programme targeted at newcomers with a research background in need of re-orientation for the Swedish





	<p>labor market. The programme requires that you have a PhD.</p> <p>The programme mitigates the challenges that arise when you move from an academic career in your home country and need to establish yourself in the Swedish labor market. There are tangible differences in university systems, research traditions, employment conditions and career opportunities. The programme supports the participants in identifying the differences and developing a strategy for how to become employable in Sweden.</p>
Organisation offering CDS	University of Gothenburg
Web site with information on CDS	https://www.gu.se/english/research/doctoral_studies/programme-for-refugees-with-a-research-background
Type of service	<input type="checkbox"/> Mentoring <input type="checkbox"/> Course <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	<p>How to be attractive for the labour market</p> <p>Business understanding</p>





3.18. Switzerland

Geographical region	Switzerland
Name of the CDS	Academic Horizon
Short description of the service	This program aims to enhance and strengthen the skills of university-level refugees and other populations with similar needs. It also aims to trigger a process of empowering participants in relation to their professional integration in Switzerland. The program is offered in partnership with the Office for the Integration of Foreigners of the Canton of Geneva (BIE) and with the support of private foundations.
Organisation offering CDS	University of Geneva
Web site with information on CDS	https://www.unige.ch/horizon-academique/
Type of service	<input checked="" type="checkbox"/> Mentoring <input checked="" type="checkbox"/> Course <input type="checkbox"/> Workshop <input type="checkbox"/> Self-learning course <input type="checkbox"/> Webinar <input type="checkbox"/> On-line training (distance learning) <input type="checkbox"/> Other
Access to the service	<input type="checkbox"/> Free <input checked="" type="checkbox"/> Free but needs registration <input type="checkbox"/> For members <input type="checkbox"/> Chargeable service <input type="checkbox"/> Other
Area(s)	Language courses Cultural courses

Geographical area	Switzerland
Short description of the opportunity	<p>Powercoders is a coding academy for refugees. They believe that in the 21st century coding skills will help refugees start a new life wherever they are forced to go.</p> <p>Powercoders offer a 3-month coding boot camp in Zurich, Lausanne and Turin, followed by an internship. The ultimate goal of Powercoders is the permanent placement of trained refugees in IT-companies and IT-departments.</p>





Organisation offering career opportunity	Powercoders non-profit organisation
Web site with information on opportunity	https://powercoders.org/participant/
Type of career opportunity	<input checked="" type="checkbox"/> Job <input type="checkbox"/> Fellowship <input checked="" type="checkbox"/> Internship <input checked="" type="checkbox"/> Other: training programme





3.19. Turkey

Geographical region	Turkey
Short description of the opportunity	<p>The Scientific and Technological Research Council of Turkey (TÜBİTAK) grants fellowships for international highly qualified PhD students and young post-doctoral researchers to pursue their research in Turkey.</p> <p>All applicants must register in the Researcher Information System (ARBIS), designed and developed by TÜBİTAK from the following link https://arbis.tubitak.gov.tr/home.jsf before submitting their application electronically via TÜBİTAK scholarship application portal, which can be reached at http://e-bideb.tubitak.gov.tr/</p>
Organisation offering career opportunity	The Scientific and Technological Research Council of Turkey (TÜBİTAK)
Web site with information on opportunity	https://www.tubitak.gov.tr/en/scholarship/postdoctoral/international-programmes/content-2216-research-fellowship-programme-for-international-researchers
Type of career opportunity	<input type="checkbox"/> Job <input checked="" type="checkbox"/> Fellowship <input type="checkbox"/> Internship <input type="checkbox"/> Other

